



## Town of Arlington Department of Human Resources

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Director of human resources

### **Summary of Benefits**

**Health Insurance:** We offer 11 different health insurance plans. Arlington pays 75% of the premium. In addition, we have a Health Reimbursement Account that helps pay for any copayment over \$100 and will limit your out-of-pocket expenses to \$1,000 for an individual or \$2000 for the whole family.

**Dental Insurance:** 2 Delta Dental Premiere plans. One plan features an Orthodontic benefit.

**Life Insurance:** A basic life insurance policy of \$10,000 where Arlington pays 50% of the premium with the option of purchasing up to \$100,000 additional insurance with age-based rate changes.

**Flex Spending Account (FSA)** for Health and Dependent Care

**Pretax Savings** through a 457 Savings Plan (Similar to a 401K)

Cancer Expense Insurance, Disability and Permanent Life insurance plans are also offered through LifePlus, Inc.

### **Time-Off Benefits:**

**Holidays:** Arlington has 13 holidays and potentially 2 more holidays if they fall on a weekday.

**Vacation Accruals:** You accrue 6 days after 6 months of employment; 6 days on your year anniversary; 12 days every January thereafter. After 5 years, you accrue 18 days annually: 24 days after 10 years.

**Sick time:** You earn 1 ¼ sick days (10 hours) per month.

**Personal time:** You earn 1 personal day each quarter you don't use sick time in a calendar year. You receive two more days just because on January 1<sup>st</sup>. (6 days potentially to earn each year).

**Retirement Plan:** As a member of the Town of Arlington Retirement Plan you will have pension benefits upon Retirement. Vesting is at ten years. Once vested, you are eligible for Retirement benefits including health insurance and life insurance. If you would like more of an explanation of the Retirement/Pension benefits, please feel free to call Rich Greco, our Retirement administrator at 781-316-3371.